

**Community and Small Scale Mining (CASM) Annual Conference
September 7-12, 2007– Mongolia**

Gender Session Report

The Gender session hosted about 30 participants, representatives of governments, private companies, international organizations and small scale miners. The session was organized in two parts, with Part I focusing on presentations of two country cases and two thematic approaches to gender and Artisanal and Small Scale Mining (ASM), followed by a panel discussion; and Part II, consisting of break-out groups discussions on identifying actions that different relevant stakeholders can take for gender mainstreaming in ASM.

1. Part I - presentations

Artisanal Mining and Gender: case of Mongolia (P. Bolormaa, M&E officer, SAM project):

The presentation started with an overview of gender issues in Mongolia. The legal framework regarding gender equality in Mongolia is well established and according to GDI there are not substantial disparities between men and women. However, women still earn an income equal to 2/3 of the income earned by men, working more in low-paid, low skilled jobs, for long hours and mainly in the informal sector. Private companies tend not to employ women because they have to offer more favorable welfare conditions to women than to men (day care arrangements, etc). Domestic violence against women is one of the main issues that affects women in Mongolia. Evidence also demonstrates low participation of women in policy and decision making and their limited authority.

With regard to ASM sector, women play multiple roles being directly involved in the mining activities (ore sack transportation, gold separation through panning, work inside deep 10-20 m holes, crushing/milling/slucing, mercury use, etc) and indirectly as housewives (food preparation, child care, health care, etc) or as business owners. They also play major roles in the informal mining as leaders of the group and conflict mediators. One of the main recommendation of the presentation is that the government adopts a sensitive gender sensitive approach because women are of fundamental importance in terms of food and health security, critical to community stability, cohesiveness and morale and have demonstrated capacity to drive positive change.

*Women in Small scale Quarrying in Uganda – Entebe Women Association (EWA)
Support to Women in Stone Quarries, in Sissa, Wakiso District (Margaret Tuhumwire,
Director, EWA)*

EWA project, funded by CASM, has three main objectives:

- To promote livelihood diversification within mining communities through provision of alternative sources of income and training;
- To reduce child labor occurrences and associated implication among the mining communities; and

- To reclaim artisan mining sites of Kigungu sand mining and stone quarrying in Buzzi for use in other economically productive activities such as agriculture.

The project proved to be successful so far in helping women at three sites to diversify their livelihoods and get access to alternative sources of income, through provision of training in small business management and livestock (piglets and chickens) to start small businesses. Four ASM communities have been trained on child labor policy and four Child Rights Support teams have been formed to track down child labor occurrences in the mines. Reclamation of the artisan sites is in advance stages, through back filling of sand pits and tree planting. The presentation was very well received by the audience, especially by the women miners from Mongolia that have seen an opportunity for them to find alternative income generation sources.

Mainstreaming Gender issues into Standard Zero for Fair Trade (FT) Artisanal Gold (Cristina Echavarría, Secretary General, ARM)

The presentation focused on presenting the gender dimension of the proposed Standard Zero for FT Artisanal gold, in order to achieve responsible ASM. One of the principles for responsible ASM stipulates that “gender equality in fair trade means that women’s work is properly valued and rewarded; women are always paid for their contribution to production process, are empowered in their organizations and do not feel discriminated against by virtue of their gender.” The standard has three main areas where gender dimension is mainstreamed, respectively:

- Economic Development Standards: women have equal access to mineral resources and technological innovation
- Labor Development Standards: request for equal payment for similar tasks or function; proportional representation in decision making bodies; participation on equal terms to mining/processing work and management of ASM producer organization; support for pregnant women and mothers with infants to ensure safe work for themselves and their infants while mothers at work; equal access to safety equipment; clear policy and process to deal with violence and sexual harassment at work; and recognition of rights of widow/widower to occupy the position and prerogatives held by deceased miner in the mine and organization
- Environmental Development Standards: storage and management of toxic substances, such as mercury and cyanide should not take place in domestic residence

Girls in Mining – Research findings from Ghana, Niger, Peru and Tanzania (Martin Hahn, ILO)

The research was carried out in 12 mining communities and processing zones, and, in order to get a broader perspective, over 400 girls and boys were interviewed, plus heads of households, community leaders and local authorities wherever possible. In the context of small scale mining little was known of the roles and activities of girls and the effect that this have on their lives and livelihoods. The results of the research show that girls in the small scale mining communities are forced to juggle their domestic tasks with other

paid or unpaid work. Often girls are performing just as hazardous tasks as boys, working longer hours, with a great workload and at the same time they are upheld to their traditional female responsibilities in the home. Trapped between these twin pressure, girls in the small scale mining communities are especially vulnerable as their schooling inevitably suffers and their physical and emotional well-being is under threat. Development programs and efforts on behalf of workers and children's rights in small scale mining communities must pay attention to gender and the hazards and risks of this work on women and girls must be granted the same recognition as those of men and boys.

Panel discussion

Participants agreed that when addressing ASM issues this should be done in a gender sensitive approach, so that both men and women would be in a better position to have access to economic opportunities. The dual role of women in ASM as miners and also as housewives was emphasized. One of the participants recommended that there is the need to find resources to help ASM communities to learn from each other and not looking only at developed countries examples. The role of NGO in filling the gaps in providing services and capacity building to the ASM communities was also discussed.

Part II – break-up groups

In the part two of the session, four break-up groups were organized focusing on:

- Fair trade
- Health and safety, environment and technologies
- Large Scale Mining (LSM)/Artisanal and Small scale Mining (ASM) interface
- Conflict resolution and security

The group discussions focused on responding to three key questions:

- What is the role of women in that particular area and how are they impacted?
- What are the challenges that women are facing in trying to mitigate the impacts?
- What are the actions to overcome challenges and mitigate impacts that can be taken by:
 - o Governments
 - o Community/Civil society
 - o Private sector/LSM
 - o Donors and IFIs, including CASM

The discussions resulted in the identification of actions that each relevant stakeholder should take in ensuring that ASM sector is developed in a responsible way and provides equal development opportunities to both women and men.

In summary, the actions identified by the participants were the following:

Governments

- Establish a gender sensitive ASM policy and regulatory framework including the rights of women ASM miners, access to technology, environment, health and safety
- Develop procedures to address gender related issues and risks; they should be in local languages, in a simple format and disseminated to ASM communities
- Recognize gender issues in ASM and increase awareness of relevant government officials at all levels
- Increase the participation of women in decision making in ASM strategy, policy and design
- Develop and implement direct intervention programs, e.g. training in environment & technology; access to finance, markets and information

Community/Civil Society

- Support women in leadership roles in ASM communities
- Help women to organize themselves and support women's groups/associations to influence government policy at various levels
- Build NGOs that do advocacy for women
- Support women's groups/associations in influencing community leaders through awareness raising on gender issues
- Facilitate access to and training for new innovations and safe technologies
- Facilitate networking and information sharing within the community and with other ASM communities

Private Sector/LSM

- Expand the definition of "community" for LSM to include ASM groups, where appropriate
- Ensure a more sophisticated social and gender analysis, which includes gender roles in wider society as well as ASM
- Acknowledge existence of women in ASM and the potential this has to contribute to community development
- In relation with Fair Trade, promote
 - the formation of women producer organizations
 - jewelery and other mineral commodities that benefit women in the developing world
- Promote women's role in conflict resolution between ASM and LSM and ensure that women are involved in leadership roles in ASM/LSM interactions
- Act as a role model (e.g. good working conditions and social protection programs)
- Help women and men in ASM to find alternative livelihoods, as a family, through capacity building
- Through private sector foundations, directly contribute practical help (i.e. tools/equipment/donations where appropriate)

Donors and IFIs, including CASM

- Formalize the establishment of the Gender Task/Working Group within CASM
- Take a holistic approach of ASM and advocate for gender mainstreaming in the ASM legal and regulatory framework and influence governments to act on this. There is a role for the regional CASMs in this.
- Help strengthen the networks of ASM women associations members of CASM in various countries, through a regional approach
- Increase funding to build capacity of women producers
- Enable the provision of microfinance to ASM families
- Flag gender as a critical issue to consider in ASM/LSM interactions and help understand the local context within which ASM/LSM interactions take place
- Support direct interventions such as:
 - building awareness on gender related issues through training for both men and women at all levels
 - accumulating evidence on the role of women in conflict resolution, as instigators or mediators, and in household livelihood strategies
 - organizing a global meeting of women miners, that would allow them to share experiences and develop networks